

LAMBERTVILLE, NEW JERSEY 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

LAMBERTVILLE, NEW JERSEY 2/2 2013 MUNICIPAL EQUALITY INDEX SCORECARD

RIGHTS

10 out of 18

CANNOT EXCEED 100

I. Non-Discrimination Laws STATE COUNTY CITY AVAILABLE This category evaluates whether Employment discrimination on the basis of sexual orientation and gender identity is Housing prohibited by the city, county, or state in areas of employment, housing, and public accommodations. Public Accommodations

| | SCORE | | | 18 o | ut of 18 |
|---|---|----------|--------|-------------|--------------|
| Marriage, civil unions, and comprehensive domestic partnerships are matters of state policy; cities and counties have only the power to create domestic partner registries. | Marriage Equality, Civil Unions, or Domestic Partnerships Municipal Domestic Partner Registry | STATE 12 | COUNTY | СІТУ | AVAILABLE 12 |
| | SCORE | | | 12 o | ut of 12 |
| | BONUS Municipality was forced to stop providing a domestic partner registry | , | | +0 | +2 |

| Marriage, civil unions, and comprehensive domestic partnerships are matters of state policy; cities and counties have only the power to create domestic partner registries. | Marriage Equality or Domestic Part Municipal Domes | | 12 | 0 | 0 | 12 |
|---|--|--|----|---|--------------|-----------|
| | SCORE | | | | 12 ou | t of 12 |
| | provid | ipality was forced to stop ing a domestic partner registry esult of restrictive state law. | | | +0 | +2 |
| III. Municipality as En | ployer | | | | CITY | AVAILABLE |
| By offering equivalent benefits and protections to LGBT employees, and by awarding contracts to fair-minded businesses, municipalities commit themselves to treating | Non-Discrimination | on in City Employment | | | 5 5 | 5 5 |
| | Domestic Partner | r Health Benefits | | | 4 | 4 |
| LGBT employees equally. | Legal Dependent | t Benefits | | | (2) | 2 |
| | Equivalent Family | / Leave | | | (2) | (2) |
| | City Contractor N | Ion-Discrimination Ordinance | | | 2 2 | 2 2 |
| | City Contractor E | qual Benefits Ordinance | | | 0 | 4 |
| | SCORE | | | | 22 ou | t of 26 |
| | BONUS Grossi | ng Up of Employee Benefits | | | +0 | +3 |
| | BONUS Transq Health | gender-Inclusive ncare Benefits | | | +0 | +4 |
| | | ipality is a Welcoming to Work | | | +0 | +2 |

| IV. Municipal Services | | | STATE | COUNTY | CITY | AVAILABLE |
|---|--|--|-------|--------|------------|-----------|
| This section assesses the efforts of the city to ensure LGBT constituents are included in | | | | 0 | 7 | |
| city services and programs. | LGBT Lia | aison in the Mayor's Office | | | (0) | 5 |
| | Enumerated Anti-Bullying School Policies | | 3 3 | 00 | 3 3 | 3 3 |
| | SCORE | | | | 6 o | ut of 18 |
| | BONUS | City provides services to particularly vulnerable populations of the LGBT community. | | | +0 | +2 |
| V. Law Enforcement | | | | | CITY | AVAILABLE |

LGBT Police Liaison or Task Force

to the FBI

SCORE

Reported 2011 Hate Crimes Statistics

| VI. Relationship with | the LGBT Community | CITY | AVAILABLE |
|--|--|------------|--------------|
| This category measures the city leadership's commitment to fully include the LGBT community and to advocate for full equality. | Leadership's Public Position on LGBT Equality Leadership's Pro-Equality Legislative or Policy Efforts | 5 | 5 |
| | SCORE | 5 d | out of 8 |
| | BONUS Openly LGBT elected or appointed municipal leaders | +3 | +3 |
| | BONUS City engages with the LGBT community | +0 | +2 |
| | BONUS Cities are pro-equality despite restrictive state law | +0 | +2 |
| | TOTAL SCORE 73 + TOTAL BONUS 3 = | Final Sco | re 76 |

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY

Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a

thoughtful and respectful way.





BONUS PTS for criteria not accessible to all cities at this time.

FOR MORE INFORMATION ABOUT CITY SELECTION, CRITERIA OR THE MEI SCORING SYSTEM, PLEASE REFER TO PAGE 17 OR VISIT HRC.ORG/MEI. All cities rated were provided their scorecard in advance of publication and given the opportunity to submit revisions. For feedback regarding a particular city's scorecard, please email mei@hrc.org.



LANCASTER, CALIFORNIA 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

LANCASTER, CALIFORNIA 2/2 2013 MUNICIPAL EQUALITY INDEX SCORECARD



13 out of 18

CITY

8

(10)

CITY

18 out of 18

AVAILABLE

AVAILABLE

AVAILABLE

CITY

I. Non-Discrimination Laws STATE COUNTY CITY AVAILABLE This category evaluates whether Employment discrimination on the basis of sexual orientation and gender identity is Housing prohibited by the city, county, or state in areas of employment, housing, and public accommodations. Public Accommodations

| | | SCORE | | | | 18 or | ut of 18 |
|--|---|----------------------|--|-------|--------|--------------|-----------|
| | II. Relationship Recog | anitic | on. | STATE | COUNTY | CITY | AVAILABLE |
| | Marriage, civil unions, and comprehensive domestic partnerships are matters of state policy; cities and counties have only the power to create domestic partner registries. | Marriage or Domes | Equality, Civil Unions, tic Partnerships Domestic Partner Registry | 12 | 0 | 0 | 12 |
| | | SCORE | | | | 12 οι | ıt of 12 |
| | | BONUS | Municipality was forced to stop providing a domestic partner registry | | | +0 | +2 |

| II. Relationship Recognition | | | STATE | COUNTY | CITY | AVAILABLE |
|---|-----------|---|-------|--------|--------------|--------------|
| Marriage, civil unions, and comprehensive domestic partnerships are matters of state policy; cities and counties have only the power to create domestic partner registries. | or Domes | Equality, Civil Unions, tic Partnerships Domestic Partner Registry | 12 | 0 | 0 | (12) (12) |
| | SCORE | | | | 12 o | ut of 12 |
| | BONUS | Municipality was forced to stop providing a domestic partner registry as a result of restrictive state law. | | | +0 | +2 |
| III. Municipality as En | nploy | er | | | CITY | AVAILABLE |
| By offering equivalent benefits and protections to LGBT employees, and by | Non-Disc | rimination in City Employment | | | 5 5 | 5 5 |
| awarding contracts to fair-minded businesses, municipalities commit themselves to treating LGBT employees equally. | Domestic | Partner Health Benefits | | | 4 | 4 |
| EGDT employees equally. | Legal De | pendent Benefits | | | 2 | (2) |
| | Equivalen | t Family Leave | | | 2 | 2 |
| | City Cont | ractor Non-Discrimination Ordinance | | | 2 2 | 2 2 |
| | City Cont | actor Equal Benefits Ordinance | | | 0 | 4 |
| | SCORE | | | | 22 or | ut of 26 |
| | BONUS | Grossing Up of Employee Benefits | | | +0 | +3 |
| | BONUS | Transgender-Inclusive Healthcare Benefits | | | +0 | +4 |
| | BONUS | Municipality is a Welcoming Place to Work | | | +2 | +2 |

| IV. Municipal Service | S | | STATE | COUNTY |
|---|-----------------------|--|-------|--------|
| This section assesses the efforts of the city to ensure LGBT constituents are included in | | ghts Commission | | |
| city services and programs. | LGBT Lia | aison in the Mayor's Office | | |
| | Enumera | ted Anti-Bullying School Policies | 3 3 | 3 3 |
| | SCORE | | | |
| | BONUS | City provides services to particularly vulnerable populations of the LGBT community. | | |
| V. Law Enforcement | | | | |
| Fair enforcement of the law includes responsible reporting of hate crimes and | LGBT Po | lice Liaison or Task Force | | |
| engaging with the LGBT community in a thoughtful and respectful way. | Reported to the FB | 2011 Hate Crimes Statistics | | |
| | SCORE | | | |
| VI. Relationship with | tha I | GRT Community | | |
| VI. Relationship with | uic L | Labi Community | | |
| This category measures the city leadership's commitment to fully include the LGBT | Leadersh | ip's Public Position on LGBT Equality | | |
| community and to advocate for full equality. | Leadersh or Policy | ip's Pro-Equality Legislative Efforts | | |
| | SCORE | | | |
| | BONUS | Openly LGBT elected or appointed municipal leaders | | |
| | BONUS | City engages with the LGBT community | | |

Final Score 87

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY





BONUS PTS for criteria not accessible to all cities at this time.

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TOTAL SCORE 83 + TOTAL BONUS 4 =

BONUS Cities are pro-equality despite restrictive state law



LANSING, MICHIGAN 1/2 2013 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

COUNTY

0

LANSING, MICHIGAN 2/2 2013 MUNICIPAL EQUALITY INDEX SCORECARD

RIGHTS

I. Non-Discrimination Laws

This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and public accommodations.

Employment Housing Public Accommodations

CITY

18 out of 18

AVAILABLE

II. Relationship Recognition

Marriage, civil unions, and comprehensive domestic partnerships are matters of state policy; cities and counties have only the power to create domestic partner registries.

Marriage Equality, Civil Unions, or Domestic Partnerships Municipal Domestic Partner Registry

STATE

STATE



CITY



0 out of 12

AVAILABLE

SCORE

SCORE

BONUS Municipality was forced to stop providing a domestic partner registry

Place to Work

as a result of restrictive state law.



CITY



AVAILABLE

III. Municipality as Employer

By offering equivalent benefits and protections to LGBT employees, and by awarding contracts to fair-minded businesses, municipalities commit themselves to treating LGBT employees equally.

Non-Discrimination in City Employment Domestic Partner Health Benefits Legal Dependent Benefits Equivalent Family Leave City Contractor Non-Discrimination Ordinance City Contractor Equal Benefits Ordinance 0 4 SCORE **5** out of 26 **BONUS** Grossing Up of Employee Benefits **BONUS** Transgender-Inclusive Healthcare Benefits **BONUS** Municipality is a Welcoming

IV. Municipal Services

This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.

Human Rights Commission

Enumerated Anti-Bullying School Policies

LGBT Liaison in the Mayor's Office



STATE



COUNTY



AVAILABLE

SCORE

BONUS City provides services to particularly vulnerable populations of the LGBT community.



CITY

CITY

7



AVAILABLE

V. Law Enforcement

Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.

LGBT Police Liaison or Task Force Reported 2011 Hate Crimes Statistics to the FBI

SCORE

SCORE

13 out of 18

(8) 10

18 out of 18

VI. Relationship with the LGBT Community

This category measures the city leadership's commitment to fully include the LGBT community and to advocate for full equality.

Leadership's Public Position on LGBT Equality

Leadership's Pro-Equality Legislative or Policy Efforts

BONUS Openly LGBT elected or appointed municipal leaders

BONUS City engages with the LGBT community **BONUS** Cities are pro-equality despite

restrictive state law

TOTAL SCORE 59 + TOTAL BONUS 7 =

3

CITY

5 out of 8

AVAILABLE

Final Score 66

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



BONUS PTS for criteria not accessible to all cities at this time.

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LARAMIE, WYOMING 1/2 2013 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

COUNTY

0

LARAMIE, WYOMING 2/2 2013 MUNICIPAL EQUALITY INDEX SCORECARD

RIGHTS

AVAILABLE

I. Non-Discrimination Laws

This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and public accommodations.

Employment Housing Public Accommodations

CITY

AVAILABLE

AVAILABLE

SCORE

0 out of 18

STATE

II. Relationship Recognition

Marriage, civil unions, and comprehensive domestic partnerships are matters of state policy; cities and counties have only the power to create domestic partner registries.

Marriage Equality, Civil Unions, or Domestic Partnerships Municipal Domestic Partner Registry

BONUS Municipality is a Welcoming Place to Work

STATE



CITY





0 out of 12

SCORE

BONUS Municipality was forced to stop providing a domestic partner registry as a result of restrictive state law.



CITY



AVAILABLE

III. Municipality as Employer

By offering equivalent benefits and protections to LGBT employees, and by awarding contracts to fair-minded businesses, municipalities commit themselves to treating LGBT employees equally.

Non-Discrimination in City Employment Domestic Partner Health Benefits Legal Dependent Benefits Equivalent Family Leave City Contractor Non-Discrimination Ordinance City Contractor Equal Benefits Ordinance 0 4 SCORE 0 out of 26 **BONUS** Grossing Up of Employee Benefits **BONUS** Transgender-Inclusive Healthcare Benefits

IV. Municipal Services

This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.

Human Rights Commission

LGBT Liaison in the Mayor's Office

Enumerated Anti-Bullying School Policies

STATE



COUNTY









CITY

0



SCORE

BONUS City provides services to particularly vulnerable populations of the LGBT community.

AVAILABLE

AVAILABLE

V. Law Enforcement

Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.

LGBT Police Liaison or Task Force

Reported 2011 Hate Crimes Statistics to the FBI

(0) 10

CITY

SCORE

10 out of 18

CITY

VI. Relationship with the LGBT Community

This category measures the city leadership's commitment to fully include the LGBT community and to advocate for full equality.

Leadership's Public Position on LGBT Equality

Leadership's Pro-Equality Legislative or Policy Efforts

SCORE

BONUS Openly LGBT elected or appointed municipal leaders

BONUS City engages with the LGBT

community **BONUS** Cities are pro-equality despite

restrictive state law

TOTAL SCORE 10 + TOTAL BONUS 0 =

0 out of 8

Final Score 10

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



BONUS PTS for criteria not accessible to all cities at this time.

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LAREDO, TEXAS 1/2 2013 MUNICIPAL EQUALITY INDEX SCORECARD



I. Non-Discrimination Laws STATE COUNTY CITY AVAILABLE This category evaluates whether Employment discrimination on the basis of sexual orientation and gender identity is Housing prohibited by the city, county, or state in areas of employment, housing, and Public Accommodations public accommodations. SCORE **0** out of 18

II. Relationship Recognition

Marriage, civil unions, and comprehensive domestic partnerships are matters of state policy; cities and counties have only the power to create domestic partner registries.

Marriage Equality, Civil Unions, or Domestic Partnerships Municipal Domestic Partner Registry



STATE

COUNTY

0



CITY



0 out of 12



AVAILABLE



BONUS Municipality was forced to stop providing a domestic partner registry as a result of restrictive state law.





AVAILABLE

III. Municipality as Employer

By offering equivalent benefits and protections to LGBT employees, and by awarding contracts to fair-minded businesses, municipalities commit themselves to treating LGBT employees equally.

| Non-Discrimination in City Employment | 0 0 | 5 5 |
|---|-------------|----------|
| Domestic Partner Health Benefits | 0 | 4 |
| Legal Dependent Benefits | (o) | (2) |
| Equivalent Family Leave | (o) | 2 |
| City Contractor Non-Discrimination Ordinance | 0 0 | 2 2 |
| City Contractor Equal Benefits Ordinance | 0 | 4 |
| SCORE | 0 ou | it of 26 |
| BONUS Grossing Up of Employee Benefits | +0 | +3 |
| BONUS Transgender-Inclusive Healthcare Benefits | +0 | +4 |
| BONUS Municipality is a Welcoming Place to Work | +0 | +2 |

LAREDO, TEXAS 2/2 2013 MUNICIPAL EQUALITY INDEX SCORECARD



| IV. | Munici | pal Services | S |
|-----|--------|--------------|---|
| | | | |

This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.

Human Rights Commission

LGBT Liaison in the Mayor's Office



STATE







COUNTY



AVAILABLE



Enumerated Anti-Bullying School Policies

BONUS City provides services to particularly vulnerable populations of the LGBT community.



CITY

CITY

0



AVAILABLE

AVAILABLE

V. Law Enforcement

Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.

LGBT Police Liaison or Task Force

Reported 2011 Hate Crimes Statistics to the FBI

SCORE

CITY

SCORE

0 out of 18

VI. Relationship with the LGBT Community

This category measures the city leadership's commitment to fully include the LGBT community and to advocate for full equality.

Leadership's Public Position on LGBT Equality

Leadership's Pro-Equality Legislative or Policy Efforts

SCORE

BONUS Openly LGBT elected or appointed municipal leaders

BONUS City engages with the LGBT

community **BONUS** Cities are pro-equality despite restrictive state law

0 out of 8

Final Score 2

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



BONUS PTS for criteria not accessible to all cities at this time.

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TOTAL SCORE 0 + TOTAL BONUS 2 =



LAS CRUCES, NEW MEXICO 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

CITY

AVAILABLE

AVAILABLE

HUMAN RIGHTS CAMPAIGN

CITY

CITY

AVAILABLE

AVAILABLE

I. Non-Discrimination Laws STATE COUNTY CITY AVAILABLE This category evaluates whether Employment discrimination on the basis of sexual orientation and gender identity is Housing prohibited by the city, county, or state in areas of employment, housing, and Public Accommodations public accommodations. SCORE **18** out of 18

| II. Relationship Recognition | | | COUNT |
|--|---|---|-------|
| Marriage, civil unions, and comprehensive domestic partnerships are matters of state | Marriage Equality, Civil Unions, or Domestic Partnerships | 0 | |
| policy; cities and counties have only the power to create domestic partner registries. | Municipal Domestic Partner Registry | | |

| or Domes | stic Partnerships | | | (12) |
|-----------|---|---|-------------|---------|
| Municipal | Domestic Partner Registry | 0 | 0 | 12 |
| SCORE | | | 0 ou | t of 12 |
| BONUS | Municipality was forced to stop providing a domestic partner registry as a result of restrictive state law. | | +0 | +2 |

By offering equivalent benefits and protections to LGBT employees, and by awarding contracts to fair-minded businesses,

municipalities commit themselves to treating

LGBT employees equally.

| _ | | | |
|---|---|--------------|---------|
| | Non-Discrimination in City Employment | 5 5 | 5 5 |
| | Domestic Partner Health Benefits | 4 | 4 |
| | Legal Dependent Benefits | (2) | (2) |
| | Equivalent Family Leave | (2) | (2) |
| | City Contractor Non-Discrimination Ordinance | 00 | 2 2 |
| | City Contractor Equal Benefits Ordinance | 0 | 4 |
| | SCORE | 18 ou | t of 26 |
| | BONUS Grossing Up of Employee Benefits | +0 | +3 |
| | BONUS Transgender-Inclusive Healthcare Benefits | +0 | +4 |
| | BONUS Municipality is a Welcoming Place to Work | +2 | +2 |
| | | | |

LAS CRUCES, NEW MEXICO 2/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

| IV. Municipal Service | es . | STATE | COUNTY | CITY | AVAILABLE |
|---|---|-------|--------|------------|-----------|
| This section assesses the efforts of the city to ensure LGBT constituents are included in | Human Rights Commission | | | 0 | 7 |
| city services and programs. | LGBT Liaison in the Mayor's Office | | | (0) | 5 |
| | Enumerated Anti-Bullying School Policies | 30 | 00 | 00 | 3 3 |
| | SCORE | | | 3 o | ut of 18 |
| | BONUS City provides services to particularly vulnerable populations of the LGBT community. | | | +0 | +2 |

| <u>V. </u> | Law | Enforcement |
|---|-----|-------------|
| | | |

Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.

community and to advocate for full equality.

LGBT Police Liaison or Task Force

Reported 2011 Hate Crimes Statistics to the FBI

SCORE

0
8
8
0
0
10

| | • | |
|--------------------|-----------------------------|--------------------|
| This category meas | sures the city leadership's | Leadership's Publi |
| Committee to run | Include the EdD1 | |

VI. Relationship with the LGBT Community

Leadership's Public Position on LGBT Equality

Leadership's Pro-Equality Legislative or Policy Efforts

SCORE

SCORE

3 out of

BONUS Openly LGBT elected or appointed municipal leaders

BONUS City engages with the LGBT community

BONUS Cities are pro-equality despite

| TOTAL SCORE 42 + TOTAL BONUS 2 = | Final Score 44 |
|----------------------------------|-----------------------|
|----------------------------------|-----------------------|

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION



- PTS FOR GENDER IDENTITY



BONUS PTS for criteria not accessible to all cities at this time.

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restrictive state law

hrc.org/mei hrc.org/mei hrc.org/mei



LAS VEGAS, NEVADA 1/2 2013 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

COUNTY

0

LAS VEGAS, NEVADA 2/2 2013 MUNICIPAL EQUALITY INDEX SCORECARD



I. Non-Discrimination Laws

This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and public accommodations.

Employment Housing Public Accommodations

CITY

AVAILABLE

12

AVAILABLE

SCORE

18 out of 18

STATE

II. Relationship Recognition

Marriage, civil unions, and comprehensive domestic partnerships are matters of state policy; cities and counties have only the power to create domestic partner registries.

Marriage Equality, Civil Unions, or Domestic Partnerships Municipal Domestic Partner Registry

(12)

STATE



CITY



12 out of 12

SCORE

BONUS Municipality was forced to stop providing a domestic partner registry as a result of restrictive state law.



CITY



AVAILABLE

III. Municipality as Employer

By offering equivalent benefits and protections to LGBT employees, and by awarding contracts to fair-minded businesses, municipalities commit themselves to treating LGBT employees equally.

Non-Discrimination in City Employment Domestic Partner Health Benefits Legal Dependent Benefits Equivalent Family Leave City Contractor Non-Discrimination Ordinance City Contractor Equal Benefits Ordinance (\circ) 4 SCORE **22** out of 26 **BONUS** Grossing Up of Employee Benefits **BONUS** Transgender-Inclusive Healthcare Benefits **BONUS** Municipality is a Welcoming Place to Work

IV. Municipal Services

This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.

Human Rights Commission LGBT Liaison in the Mayor's Office

COUNTY

STATE

CITY

0

BONUS City provides services to particularly vulnerable populations of the LGBT community.

Enumerated Anti-Bullying School Policies

CITY

CITY

18 out of 18



AVAILABLE

AVAILABLE

AVAILABLE

V. Law Enforcement

Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.

LGBT Police Liaison or Task Force (8) Reported 2011 Hate Crimes Statistics 10 to the FBI

VI. Relationship with the LGBT Community

SCORE

SCORE

This category measures the city leadership's commitment to fully include the LGBT community and to advocate for full equality.

Leadership's Public Position on LGBT Equality 2 Leadership's Pro-Equality Legislative or Policy Efforts **SCORE 2** out of 8 **BONUS** Openly LGBT elected or appointed municipal leaders **BONUS** City engages with the LGBT community **BONUS** Cities are pro-equality despite restrictive state law

CANNOT EXCEED 100

Final Score 91

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



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TOTAL SCORE 83 + TOTAL BONUS 8 =



LAWRENCE, KANSAS 1/2 2013 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

0

2013 MUNICIPAL EQUALITY INDEX SCORECARD



I. Non-Discrimination Laws STATE COUNTY CITY AVAILABLE This category evaluates whether Employment discrimination on the basis of sexual orientation and gender identity is Housing prohibited by the city, county, or state in areas of employment, housing, and Public Accommodations public accommodations.

18 out of 18 SCORE

II. Relationship Recognition

Marriage, civil unions, and comprehensive domestic partnerships are matters of state policy; cities and counties have only the power to create domestic partner registries.

Marriage Equality, Civil Unions, or Domestic Partnerships Municipal Domestic Partner Registry

BONUS Municipality was forced to stop

providing a domestic partner registry

as a result of restrictive state law.

SCORE

STATE



CITY





AVAILABLE







AVAILABLE

III. Municipality as Employer

By offering equivalent benefits and protections to LGBT employees, and by awarding contracts to fair-minded businesses, municipalities commit themselves to treating LGBT employees equally.

| Non-Discrimination in City Employment | 0 0 | 5 5 |
|---|-------|---------|
| Domestic Partner Health Benefits | 0 | 4 |
| Legal Dependent Benefits | 0 | (2) |
| Equivalent Family Leave | 0 | (2) |
| City Contractor Non-Discrimination Ordinance | 00 | 2 2 |
| City Contractor Equal Benefits Ordinance | 0 | 4 |
| SCORE | 0 out | t of 26 |
| BONUS Grossing Up of Employee Benefits | +0 | +3 |
| BONUS Transgender-Inclusive Healthcare Benefits | +0 | +4 |
| BONUS Municipality is a Welcoming Place to Work | +0 | +2 |

LAWRENCE, KANSAS 2/2

| | V. | Mui | nicip | oal | Ser | vices | |
|--|-----------|-----|-------|-----|-----|-------|---|
| | | | | | | | _ |

This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.

Human Rights Commission

LGBT Liaison in the Mayor's Office

Enumerated Anti-Bullying School Policies



STATE





COUNTY



AVAILABLE

SCORE

BONUS City provides services to particularly vulnerable populations of the LGBT community.



CITY

CITY



AVAILABLE

AVAILABLE

V. Law Enforcement

Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.

LGBT Police Liaison or Task Force

Reported 2011 Hate Crimes Statistics to the FBI

SCORE

10

CITY

10 out of 18

VI. Relationship with the LGBT Community

This category measures the city leadership's commitment to fully include the LGBT community and to advocate for full equality.

Leadership's Public Position on LGBT Equality

or Policy Efforts

SCORE

BONUS Openly LGBT elected or appointed

community

BONUS Cities are pro-equality despite restrictive state law

Leadership's Pro-Equality Legislative

8 out of 8

municipal leaders **BONUS** City engages with the LGBT

CANNOT EXCEED 100

Final Score 55

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



BONUS PTS for criteria not accessible to all cities at this time.

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TOTAL SCORE 55 + TOTAL BONUS 0 =



LEWISTON, MAINE 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD



I. Non-Discrimination Laws STATE COUNTY CITY AVAILABLE This category evaluates whether Employment discrimination on the basis of sexual orientation and gender identity is Housing prohibited by the city, county, or state in areas of employment, housing, and Public Accommodations public accommodations. **18** out of 18 SCORE

II. Relationship Recognition

Marriage, civil unions, and comprehensive domestic partnerships are matters of state policy; cities and counties have only the power to create domestic partner registries.

Marriage Equality, Civil Unions, or Domestic Partnerships Municipal Domestic Partner Registry



STATE

COUNTY

0



CITY





AVAILABLE



SCORE

BONUS Municipality was forced to stop providing a domestic partner registry as a result of restrictive state law.





AVAILABLE

III. Municipality as Employer

By offering equivalent benefits and protections to LGBT employees, and by awarding contracts to fair-minded businesses, municipalities commit themselves to treating LGBT employees equally.

| Non-Discrimination in City Employment | 5 0 (5 5 |
|---|---------------------|
| Domestic Partner Health Benefits | 4 4 |
| Legal Dependent Benefits | (2) (2) |
| Equivalent Family Leave | (2) (2) |
| City Contractor Non-Discrimination Ordinance | 0 0 2 2 |
| City Contractor Equal Benefits Ordinance | 0 4 |
| SCORE | 13 out of 26 |
| BONUS Grossing Up of Employee Benefits | +0 +3 |
| BONUS Transgender-Inclusive Healthcare Benefits | +0 +4 |
| BONUS Municipality is a Welcoming Place to Work | +0 +2 |

LEWISTON, MAINE 2/2 2013 MUNICIPAL EQUALITY INDEX SCORECARD

AVAILABLE

IV. Municipal Services

This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.

Human Rights Commission

LGBT Liaison in the Mayor's Office

Enumerated Anti-Bullying School Policies





COUNTY





STATE





BONUS City provides services to particularly vulnerable populations of the LGBT community.



CITY

CITY

0



AVAILABLE

AVAILABLE

V. Law Enforcement

Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.

LGBT Police Liaison or Task Force

Reported 2011 Hate Crimes Statistics to the FBI

(0) 10

SCORE

10 out of 18

CITY

VI. Relationship with the LGBT Community

This category measures the city leadership's commitment to fully include the LGBT community and to advocate for full equality.

Leadership's Public Position on LGBT Equality

Leadership's Pro-Equality Legislative or Policy Efforts

SCORE

BONUS Openly LGBT elected or appointed municipal leaders

TOTAL SCORE 59 + TOTAL BONUS 0 =

BONUS City engages with the LGBT

community **BONUS** Cities are pro-equality despite restrictive state law

0 out of 8

Final Score 59

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



BONUS PTS for criteria not accessible to all cities at this time.

FOR MORE INFORMATION ABOUT CITY SELECTION, CRITERIA OR THE MEI SCORING SYSTEM, PLEASE REFER TO PAGE 17 OR VISIT HRC.ORG/MEI. All cities rated were provided their scorecard in advance of publication and given the opportunity to submit revisions. For feedback regarding a particular city's scorecard, please email mei@hrc.org.



LEXINGTON, KENTUCKY 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

RIGHTS

I. Non-Discrimination Laws STATE COUNTY CITY AVAILABLE This category evaluates whether Employment discrimination on the basis of sexual orientation and gender identity is Housing prohibited by the city, county, or state in areas of employment, housing, and Public Accommodations public accommodations.

| II. | Relationship | o Recognition |
|-----|--------------|---------------|
| | | |

Marriage, civil unions, and comprehensive domestic partnerships are matters of state policy; cities and counties have only the power to create domestic partner registries.

Marriage Equality, Civil Unions, or Domestic Partnerships Municipal Domestic Partner Registry

STATE

COUNTY

0



CITY



0 out of 12

18 out of 18

SCORE

SCORE

BONUS Municipality was forced to stop providing a domestic partner registry as a result of restrictive state law.





AVAILABLE

AVAILABLE

III. Municipality as Employer

By offering equivalent benefits and protections to LGBT employees, and by awarding contracts to fair-minded businesses, municipalities commit themselves to treating LGBT employees equally.

| • | | |
|---|-------------|----------|
| Non-Discrimination in City Employment | 0 0 | 5 5 |
| Domestic Partner Health Benefits | 0 | 4 |
| Legal Dependent Benefits | 0 | (2) |
| Equivalent Family Leave | 0 | (2) |
| City Contractor Non-Discrimination Ordinance | 0 0 | 2 2 |
| City Contractor Equal Benefits Ordinance | 0 | 4 |
| SCORE | 0 ou | it of 26 |
| BONUS Grossing Up of Employee Benefits | +0 | +3 |
| BONUS Transgender-Inclusive Healthcare Benefits | +0 | +4 |
| BONUS Municipality is a Welcoming Place to Work | +2 | +2 |

LEXINGTON, KENTUCKY 2/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD



IV. Municipal Services

This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.

Human Rights Commission

LGBT Liaison in the Mayor's Office

Enumerated Anti-Bullying School Policies

STATE



COUNTY









AVAILABLE

SCORE

BONUS City provides services to particularly vulnerable populations of the LGBT community.



CITY

CITY



AVAILABLE

AVAILABLE

3 out of 8

V. Law Enforcement

Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.

LGBT Police Liaison or Task Force

Reported 2011 Hate Crimes Statistics to the FBI

SCORE

(0) 10

CITY

10 out of 18

VI. Relationship with the LGBT Community

This category measures the city leadership's commitment to fully include the LGBT community and to advocate for full equality.

Leadership's Public Position on LGBT Equality

or Policy Efforts

SCORE

BONUS Openly LGBT elected or appointed municipal leaders

community

BONUS Cities are pro-equality despite restrictive state law

Leadership's Pro-Equality Legislative

BONUS City engages with the LGBT

Final Score 53 **TOTAL SCORE 44 + TOTAL BONUS 9 =**

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



BONUS PTS for criteria not accessible to all cities at this time.

FOR MORE INFORMATION ABOUT CITY SELECTION, CRITERIA OR THE MEI SCORING SYSTEM, PLEASE REFER TO PAGE 17 OR VISIT HRC.ORG/MEI. All cities rated were provided their scorecard in advance of publication and given the opportunity to submit revisions. For feedback regarding a particular city's scorecard, please email mei@hrc.org.



LINCOLN, NEBRASKA 1/2 2013 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY



I. Non-Discrimination Laws

This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and public accommodations.

Employment Housing Public Accommodations



COUNTY

0



AVAILABLE

AVAILABLE

SCORE

0 out of 18

CITY

II. Relationship Recognition

Marriage, civil unions, and comprehensive domestic partnerships are matters of state policy; cities and counties have only the power to create domestic partner registries.

Marriage Equality, Civil Unions, or Domestic Partnerships Municipal Domestic Partner Registry

Place to Work



STATE

STATE



CITY



0 out of 12



BONUS Municipality was forced to stop providing a domestic partner registry as a result of restrictive state law.



CITY



AVAILABLE

III. Municipality as Employer

By offering equivalent benefits and protections to LGBT employees, and by awarding contracts to fair-minded businesses, municipalities commit themselves to treating LGBT employees equally.

Non-Discrimination in City Employment Domestic Partner Health Benefits Legal Dependent Benefits Equivalent Family Leave City Contractor Non-Discrimination Ordinance City Contractor Equal Benefits Ordinance 0 4 SCORE **5** out of 26 **BONUS** Grossing Up of Employee Benefits **BONUS** Transgender-Inclusive Healthcare Benefits **BONUS** Municipality is a Welcoming

LINCOLN, NEBRASKA 2/2 2013 MUNICIPAL EQUALITY INDEX SCORECARD

RIGHTS

AVAILABLE

IV. Municipal Services

This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.

Human Rights Commission

LGBT Liaison in the Mayor's Office

Enumerated Anti-Bullying School Policies



STATE



COUNTY









SCORE

BONUS City provides services to particularly vulnerable populations of the LGBT community.



CITY

CITY

7



AVAILABLE

AVAILABLE

V. Law Enforcement

Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.

LGBT Police Liaison or Task Force Reported 2011 Hate Crimes Statistics

to the FBI

(8) 10

18 out of 18

CITY

VI. Relationship with the LGBT Community

SCORE

This category measures the city leadership's commitment to fully include the LGBT community and to advocate for full equality.

Leadership's Public Position on LGBT Equality

or Policy Efforts

SCORE

BONUS Openly LGBT elected or appointed municipal leaders

BONUS City engages with the LGBT community

BONUS Cities are pro-equality despite restrictive state law

TOTAL SCORE 42 + TOTAL BONUS 4 =

Leadership's Pro-Equality Legislative

7 out of 8

CANNOT EXCEED 100

Final Score 46

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



BONUS PTS for criteria not accessible to all cities at this time.

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LITTLE ROCK, ARKANSAS 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

LITTLE ROCK, ARKANSAS 2/2 2013 MUNICIPAL EQUALITY INDEX SCORECARD



I. Non-Discrimination Laws STATE COUNTY CITY AVAILABLE This category evaluates whether Employment discrimination on the basis of sexual orientation and gender identity is Housing prohibited by the city, county, or state in areas of employment, housing, and Public Accommodations public accommodations. SCORE **0** out of 18

| <u>II.</u> | Relationship | o Recogn | ition |
|------------|--------------|----------|-------|
| | | | |

Marriage, civil unions, and comprehensive domestic partnerships are matters of state policy; cities and counties have only the power to create domestic partner registries.

Marriage Equality, Civil Unions, or Domestic Partnerships Municipal Domestic Partner Registry

BONUS Municipality was forced to stop

providing a domestic partner registry

as a result of restrictive state law.

SCORE



STATE

COUNTY

0



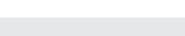
CITY



0 out of 12

AVAILABLE

AVAILABLE







III. Municipality as Employer

By offering equivalent benefits and protections to LGBT employees, and by awarding contracts to fair-minded businesses, municipalities commit themselves to treating LGBT employees equally.

| Non-Discrimination in City Employment | 5 0 | (5 5 |
|---|-------------|----------|
| Domestic Partner Health Benefits | 0 | 4 |
| Legal Dependent Benefits | 0 | 2 |
| Equivalent Family Leave | 0 | 2 |
| City Contractor Non-Discrimination Ordinance | 0 0 | 2 2 |
| City Contractor Equal Benefits Ordinance | 0 | 4 |
| SCORE | 5 ou | it of 26 |
| BONUS Grossing Up of Employee Benefits | +0 | +3 |
| BONUS Transgender-Inclusive Healthcare Benefits | +0 | +4 |
| BONUS Municipality is a Welcoming Place to Work | +0 | +2 |

IV. Municipal Services

This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.

Human Rights Commission LGBT Liaison in the Mayor's Office

STATE



COUNTY



AVAILABLE



BONUS City provides services to particularly vulnerable populations of the LGBT community.

Enumerated Anti-Bullying School Policies



CITY

CITY

CITY

0



AVAILABLE

AVAILABLE

V. Law Enforcement

Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.

LGBT Police Liaison or Task Force (0) Reported 2011 Hate Crimes Statistics 10 to the FBI **10** out of 18

VI. Relationship with the LGBT Community

SCORE

This category measures the city leadership's commitment to fully include the LGBT community and to advocate for full equality.

Leadership's Public Position on LGBT Equality Leadership's Pro-Equality Legislative or Policy Efforts SCORE 1 out of 8 **BONUS** Openly LGBT elected or appointed municipal leaders **BONUS** City engages with the LGBT community

TOTAL SCORE 16 + TOTAL BONUS 5 =

BONUS Cities are pro-equality despite restrictive state law

Final Score 21

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



BONUS PTS for criteria not accessible to all cities at this time.

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LONG BEACH, CALIFORNIA 1/2

LONG BEACH, CALIFORNIA 2/2 2013 MUNICIPAL EQUALITY INDEX SCORECARD **2013 MUNICIPAL EQUALITY INDEX SCORECARD**



AVAILABLE

CITY

STATE

COUNTY

I. Non-Discrimination Laws STATE COUNTY CITY AVAILABLE This category evaluates whether Employment discrimination on the basis of sexual orientation and gender identity is Housing prohibited by the city, county, or state in areas of employment, housing, and Public Accommodations public accommodations. **18** out of 18 **SCORE** Relationship Recognition COUNTY CITY AVAILABLE

| ni relationship recognition | | | | •••• | |
|---|---|----|---|-------------|----------|
| Marriage, civil unions, and comprehensive domestic partnerships are matters of state policy; cities and counties have only the power to create domestic partner registries. | Marriage Equality, Civil Unions, or Domestic Partnerships Municipal Domestic Partner Registry | 12 | 0 | 0 | 12 |
| | SCORE | | | 12 o | ut of 12 |
| | BONUS Municipality was forced to stop | v | | +0 | +2 |

| | SCORE | 12 or | ut of 12 |
|--|---|--------------|-----------|
| | BONUS Municipality was forced to stop providing a domestic partner registry as a result of restrictive state law. | +0 | +2 |
| III. Municipality as En | nployer | CITY | AVAILABLE |
| By offering equivalent benefits and protections to LGBT employees, and by | Non-Discrimination in City Employment | 5 5 | 5 5 |
| awarding contracts to fair-minded businesses, municipalities commit themselves to treating LGBT employees equally. | Domestic Partner Health Benefits | 4 | 4 |
| | Legal Dependent Benefits | 2 | 2 |
| | Equivalent Family Leave | 2 | 2 |
| | City Contractor Non-Discrimination Ordinance | 22 | 2 2 |
| | City Contractor Equal Benefits Ordinance | 4 | 4 |
| | SCORE | 26 or | ut of 26 |
| | BONUS Grossing Up of Employee Benefits | +0 | +3 |
| | BONUS Transgender-Inclusive Healthcare Benefits | +0 | +4 |
| | BONUS Municipality is a Welcoming Place to Work | +2 | +2 |
| | | | |

| This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs. | Human Rights Commission LGBT Liaison in the Mayor's Office Enumerated Anti-Bullying School Policies | 3 3 | 3 3 | 7 5 0 0 | 5 |
|---|---|-----|-----|---------------|-----------|
| | SCORE | | | 18 o | ut of 18 |
| | BONUS City provides services to particularly vulnerable populations of the LGBT community. | | | +2 | +2 |
| V. Law Enforcement | | | | CITY | AVAILABLE |
| Fair enforcement of the law includes responsible reporting of hate crimes and | LGBT Police Liaison or Task Force | | | (8) | (8) |
| engaging with the LGBT community in a thoughtful and respectful way. | Reported 2011 Hate Crimes Statistics to the FBI | | | 10 | 10 |

| VI. Relationship with the LGBT Community | | | AVAILABLE |
|--|--|------------|-----------|
| This category measures the city leadership's commitment to fully include the LGBT community and to advocate for full equality. | Leadership's Public Position on LGBT Equality Leadership's Pro-Equality Legislative or Policy Efforts | <u>5</u> | 5 |
| | SCORE | 8 d | out of 8 |
| | BONUS Openly LGBT elected or appointed municipal leaders | +3 | +3 |
| | BONUS City engages with the LGBT community | +2 | +2 |
| | BONUS Cities are pro-equality despite restrictive state law | +0 | +2 |
| | | | |

CANNOT EXCEED 100

Final Score 100

18 out of 18



IV. Municipal Services



- PTS FOR GENDER IDENTITY

SCORE



BONUS PTS for criteria not accessible to all cities at this time.

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TOTAL SCORE 100 + TOTAL BONUS 9 =



LOS ANGELES, CALIFORNIA 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

RIGHTS

CITY

I. Non-Discrimination Laws STATE COUNTY CITY AVAILABLE This category evaluates whether Employment discrimination on the basis of sexual orientation and gender identity is Housing prohibited by the city, county, or state in areas of employment, housing, and Public Accommodations public accommodations. SCORE **18** out of 18

| <u>II.</u> | Relationship Rec | ognition |
|------------|---|---------------|
| | iage, civil unions, and comprehensive estic partnerships are matters of state | Marriage Equa |

| Marriage Equality, Civil Unions, or Domestic Partnerships |
|---|
| Municipal Domestic Partner Registry |



COUNTY

STATE



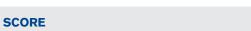
CITY



12 out of 12

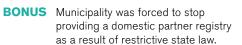


AVAILABLE











AVAILABLE

III. Municipality as Employer

By offering equivalent benefits and protections to LGBT employees, and by awarding contracts to fair-minded businesses, municipalities commit themselves to treating LGBT employees equally.

policy; cities and counties have only the

power to create domestic partner registries.

| Non-Discrimination in City Employment | 5 5 | 5 5 |
|---|--------------|---------|
| Domestic Partner Health Benefits | 4 | 4 |
| Legal Dependent Benefits | (2) | (2) |
| Equivalent Family Leave | (2) | 2 |
| City Contractor Non-Discrimination Ordinance | 20 | 2 2 |
| City Contractor Equal Benefits Ordinance | 4 | 4 |
| SCORE | 24 ou | t of 26 |
| BONUS Grossing Up of Employee Benefits | +0 | +3 |
| BONUS Transgender-Inclusive Healthcare Benefits | +0 | +4 |
| BONUS Municipality is a Welcoming Place to Work | +0 | +2 |

LOS ANGELES, CALIFORNIA 2/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD



| 1\/ | Municipal | Sarvicas |
|-----|-----------|----------|
| IV. | Municipai | Services |

This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.

Human Rights Commission LGBT Liaison in the Mayor's Office



Enumerated Anti-Bullying School Policies



STATE



COUNTY



AVAILABLE

SCORE

BONUS City provides services to particularly vulnerable populations of the LGBT community.



CITY

CITY

18 out of 18



AVAILABLE

AVAILABLE

V. Law Enforcement

Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.

LGBT Police Liaison or Task Force (8) Reported 2011 Hate Crimes Statistics 10 to the FBI

VI. Relationship with the LGBT Community

SCORE

This category measures the city leadership's commitment to fully include the LGBT community and to advocate for full equality.

Leadership's Public Position on LGBT Equality Leadership's Pro-Equality Legislative or Policy Efforts SCORE 8 out of 8 **BONUS** Openly LGBT elected or appointed municipal leaders **BONUS** City engages with the LGBT community **BONUS** Cities are pro-equality despite restrictive state law

CANNOT EXCEED 100

Final Score 100

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



BONUS PTS for criteria not accessible to all cities at this time.

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TOTAL SCORE 98 + TOTAL BONUS 7 =



LOUISVILLE, KENTUCKY 1/2

STATE

2013 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

COUNTY

0

LOUISVILLE, KENTUCKY 2/2 2013 MUNICIPAL EQUALITY INDEX SCORECARD

RIGHTS CAMPAIGN

I. Non-Discrimination Laws

This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and public accommodations.

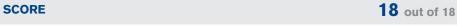
| 20110 |
|-----------------------|
| Employment |
| Housing |
| Public Accommodations |

| Public Accommodations | |
|-----------------------|--|
| | |



| (3 3 | 3 3 | (: |
|------|-----|----|
| 3 3 | 3 3 | (; |
| | | |

CITY



II. Relationship Recognition

Marriage, civil unions, and comprehensive domestic partnerships are matters of state policy; cities and counties have only the power to create domestic partner registries.

Marriage Equality, Civil Unions, or Domestic Partnerships Municipal Domestic Partner Registry



STATE



CITY



0 out of 12

AVAILABLE

AVAILABLE



BONUS Municipality was forced to stop providing a domestic partner registry as a result of restrictive state law.

Non-Discrimination in City Employment

Place to Work





AVAILABLE

III. Municipality as Employer

By offering equivalent benefits and protections to LGBT employees, and by awarding contracts to fair-minded businesses, municipalities commit themselves to treating LGBT employees equally.

| | $\begin{pmatrix} 0 & 0 & \begin{pmatrix} 5 & 5 \end{pmatrix} \end{pmatrix}$ |
|---|---|
| Domestic Partner Health Benefits | 4 4 |
| Legal Dependent Benefits | (0) (2) |
| Equivalent Family Leave | (0) (2) |
| City Contractor Non-Discrimination Ordinance | 0 0 2 2 |
| City Contractor Equal Benefits Ordinance | 0 4 |
| SCORE | 4 out of 26 |
| BONUS Grossing Up of Employee Benefits | +0 +3 |
| BONUS Transgender-Inclusive Healthcare Benefits | +0 +4 |
| BONUS Municipality is a Welcoming | 10 |

IV. Municipal Services

This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs. Human Rights Commission

LGBT Liaison in the Mayor's Office





COUNTY



7 out of 18

8 out of 18

AVAILABLE

SCORE

BONUS City provides services to particularly vulnerable populations of the LGBT community.

Enumerated Anti-Bullying School Policies



CITY

CITY

CITY



AVAILABLE

AVAILABLE

V. Law Enforcement

Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.

LGBT Police Liaison or Task Force

Reported 2011 Hate Crimes Statistics to the FBI

8
8
10
10

VI. Relationship with the LGBT Community

SCORE

This category measures the city leadership's commitment to fully include the LGBT community and to advocate for full equality.

Leadership's Public Position on LGBT Equality

Leadership's Pro-Equality Legislative or Policy Efforts

2 3

SCORE

6 out of 8

BONUS Openly LGBT elected or appointed municipal leaders

BONUS City engages with the LGBT community

BONUS Cities are pro-equality despite restrictive state law

CANNOT EXCEED 100

Final Score 50

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



BONUS PTS for criteria not accessible to all cities at this time.

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TOTAL SCORE 43 + TOTAL BONUS 7 =



LUBBOCK, TEXAS 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

RIGHTS

I. Non-Discrimination Laws STATE COUNTY AVAILABLE CITY This category evaluates whether Employment discrimination on the basis of sexual orientation and gender identity is Housing prohibited by the city, county, or state in areas of employment, housing, and public accommodations. Public Accommodations

| | | SCORE | | | 0 or | ut of 18 |
|--|---|---|-------|-------------|-------------|-----------|
| | II. Relationship Recog | gnition | STATE | COUNTY | CITY | AVAILABLI |
| | Marriage, civil unions, and comprehensive domestic partnerships are matters of state policy; cities and counties have only the power to create domestic partner registries. | Marriage Equality, Civil Unions, or Domestic Partnerships Municipal Domestic Partner Registry | 0 | 0 | 0 | 12 |
| | SCORE | | | 0 ou | ıt of 12 | |
| | | BONUS Municipality was forced to stop providing a domestic partner regist | ry | | +0 | +2 |

as a result of restrictive state law. III. Municipality as Employer CITY AVAILABLE By offering equivalent benefits and Non-Discrimination in City Employment protections to LGBT employees, and by awarding contracts to fair-minded businesses, Domestic Partner Health Benefits municipalities commit themselves to treating LGBT employees equally. Legal Dependent Benefits Equivalent Family Leave City Contractor Non-Discrimination Ordinance City Contractor Equal Benefits Ordinance SCORE **5** out of 26 **BONUS** Grossing Up of Employee Benefits **BONUS** Transgender-Inclusive Healthcare Benefits **BONUS** Municipality is a Welcoming

Place to Work

LUBBOCK, TEXAS 2/2 **2013 MUNICIPAL EQUALITY INDEX SCORECARD**



| IV. Municipal Services | | | COUNTY | CITY | AVAILABLE |
|--|--|----|--------|------|-----------|
| This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs. | Human Rights Commission | | | 0 | 7 |
| | LGBT Liaison in the Mayor's Office | | | 0 | (5) |
| | Enumerated Anti-Bullying School Policies | 00 | 00 | 00 | 3 3 |
| | SCORE | | | 0 0 | ut of 18 |
| | BONUS City provides services to particularly vulnerable populations of the LGBT community. | | | +0 | +2 |
| V. Law Enforcement | | | | CITY | AVAILABLE |
| air enforcement of the law includes esponsible reporting of hate crimes and ngaging with the LGBT community in a noughtful and respectful way. | LGBT Police Liaison or Task Force | | | 0 | 8 |
| | Reported 2011 Hate Crimes Statistics to the FBI | | | 0 | 10 |
| | SCORE | | | 0 0 | ut of 18 |

| VI. Relationship with | the LGBT Community | CITY AVAILABLE |
|--|--|---|
| This category measures the city leadership's commitment to fully include the LGBT community and to advocate for full equality. | Leadership's Public Position on LGBT Equality Leadership's Pro-Equality Legislative or Policy Efforts | 0503 |
| | SCORE | 0 out of 8 |
| | BONUS Openly LGBT elected or appointed municipal leaders | +0 +3 |
| | BONUS City engages with the LGBT community | +0 +2 |
| | BONUS Cities are pro-equality despite restrictive state law | +0 +2 |
| | TOTAL SCORE 5 + TOTAL BONUS 0 = | |

CANNOT EXCEED 100

Final Score 5





- PTS FOR GENDER IDENTITY



BONUS PTS for criteria not accessible to all cities at this time.

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